

Academic and Career Counseling Principles and Theories

Indiana Department of Workforce Development
Case Management Webinar



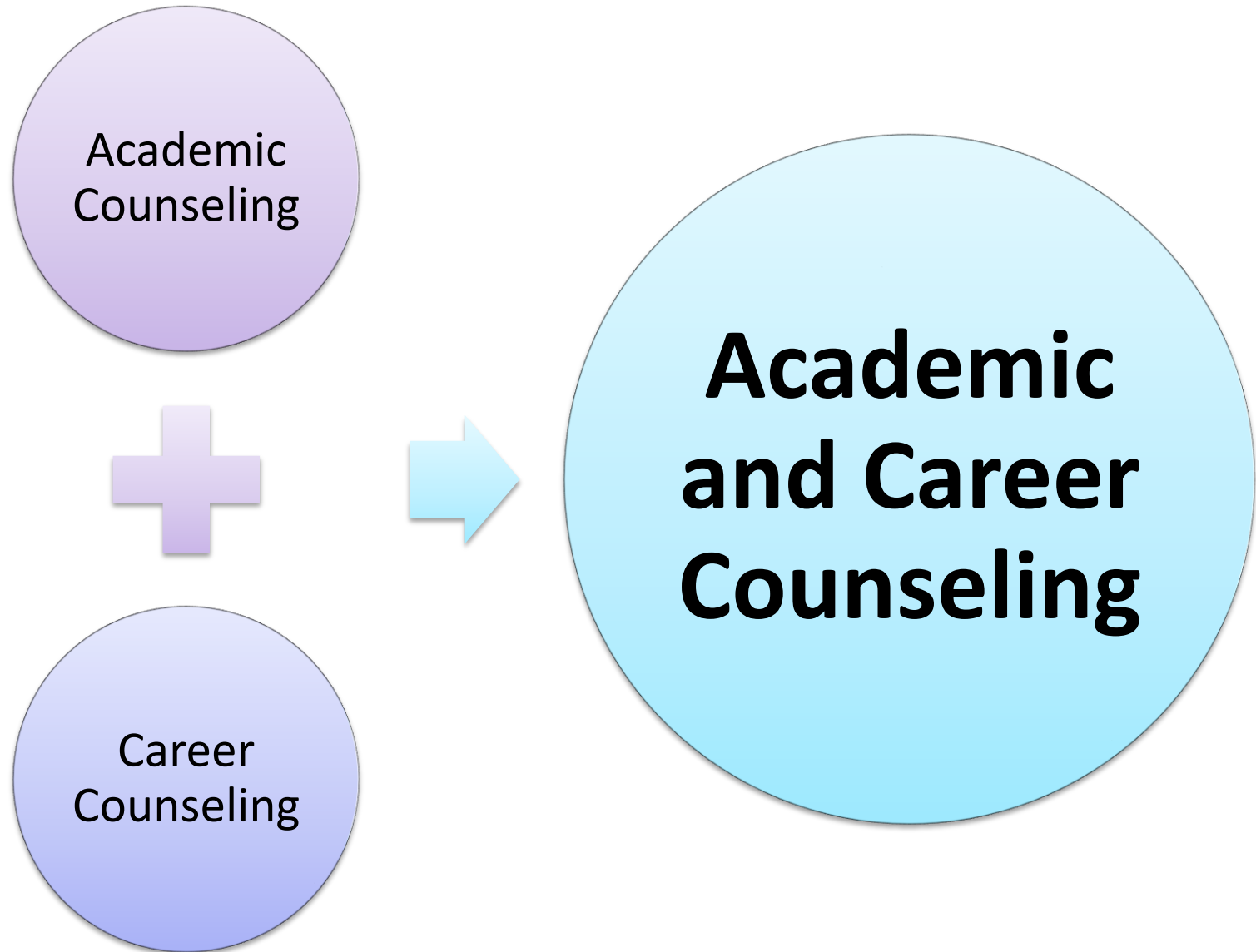
Introduction

- Academic and Career Counseling
- ACC Guiding Principles
- Theories
 - Academic Advising
 - O'Banion, O'Banion Revised
 - Career Development
 - Trait and Factor, Life Span, Work Values
- The 3-I Process
- Decision Making Process

ACADEMIC AND CAREER COUNSELING

- Dynamic and interactive process
- Customers are given the opportunity to fully explore occupations, develop a self awareness through various assessments, explore and select educational initiatives and form appropriate career goals
- Academic and Career Counselors (ACC) provide guidance and coaching throughout process





ACC Guiding Principles

1. Choosing and maintaining a career is a lifelong process.
2. The career decision-making process incorporates knowledge of one's self, information about educational opportunities, and facts about the work world.
3. Career decisions are value-based.
4. Effective career decision-making skills are used over a lifetime and can be learned.
5. There are no right or wrong decisions, only satisfying and unsatisfying ones.
6. Sex, race, or age should never be a barrier to exploring any and all possible career options.

Why Theory?

Foster a deeper understanding of the relevance and practical application of theories in counseling sessions

Develop an increased sense of confidence, awareness, and ability to describe ways of thinking about the work that ACCs perform in WorkOne Centers

Combine the practical application of the theories presented with personal counseling styles to meet the needs of each unique customer that enters a WorkOne Center

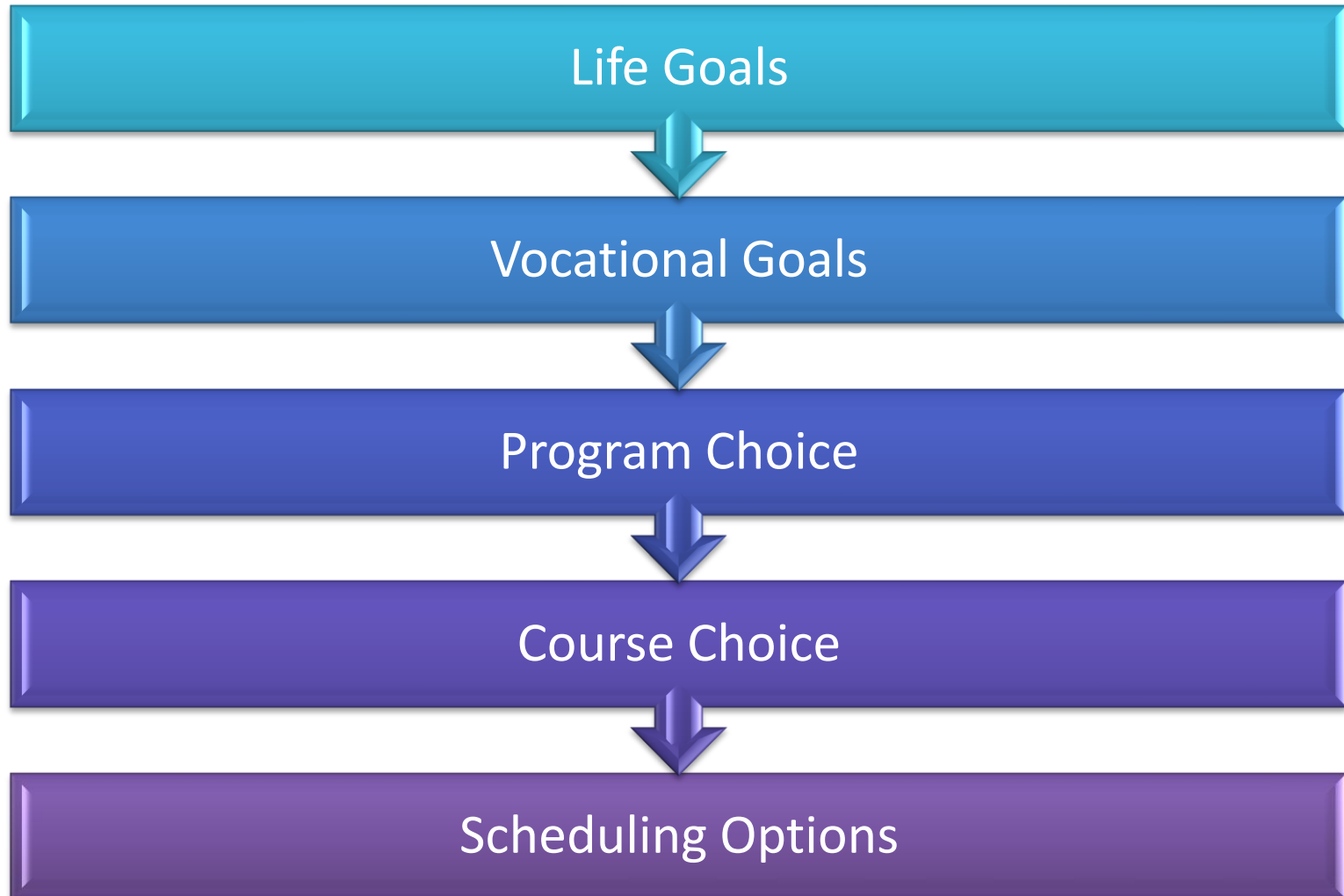
Academic Advising

O'Banion
Model

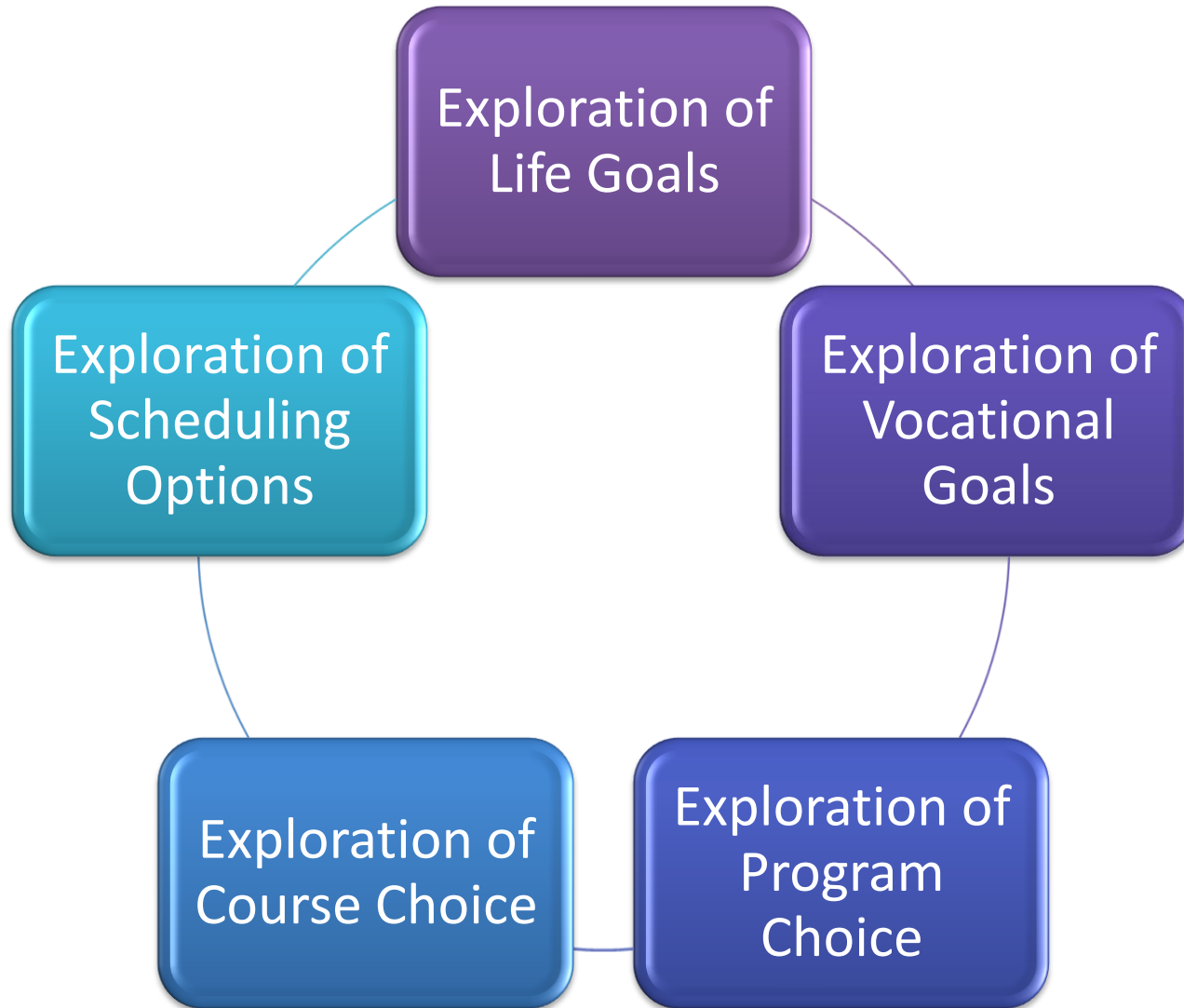
O'Banion
Revised

O'Banion Model

EXPLORATION OF:

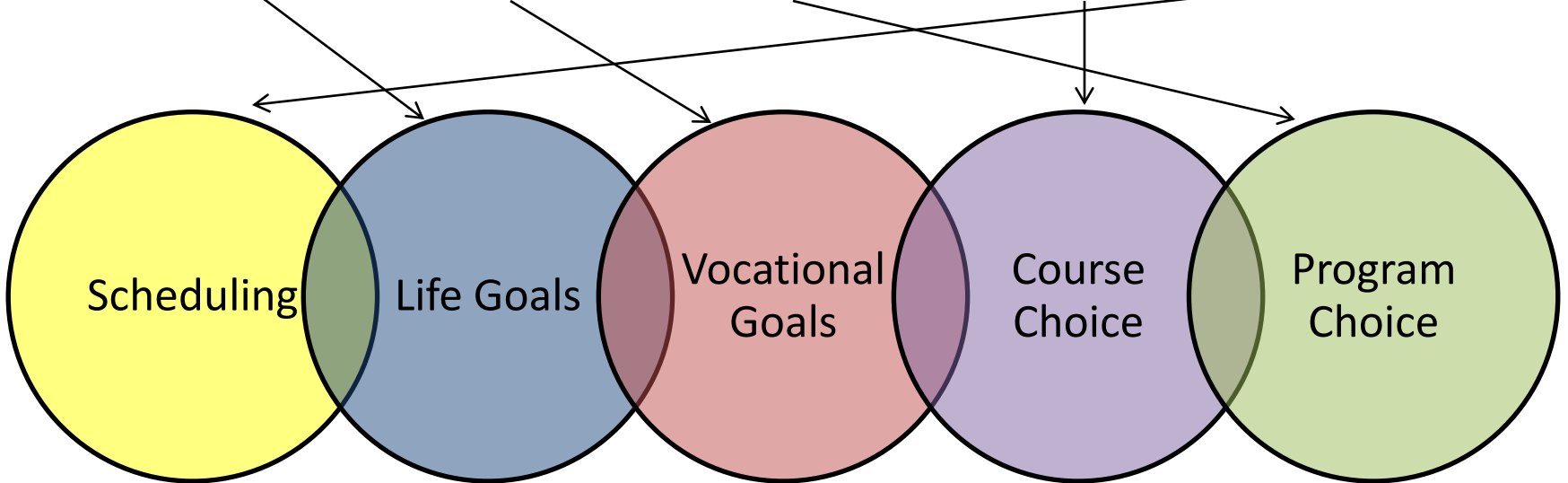
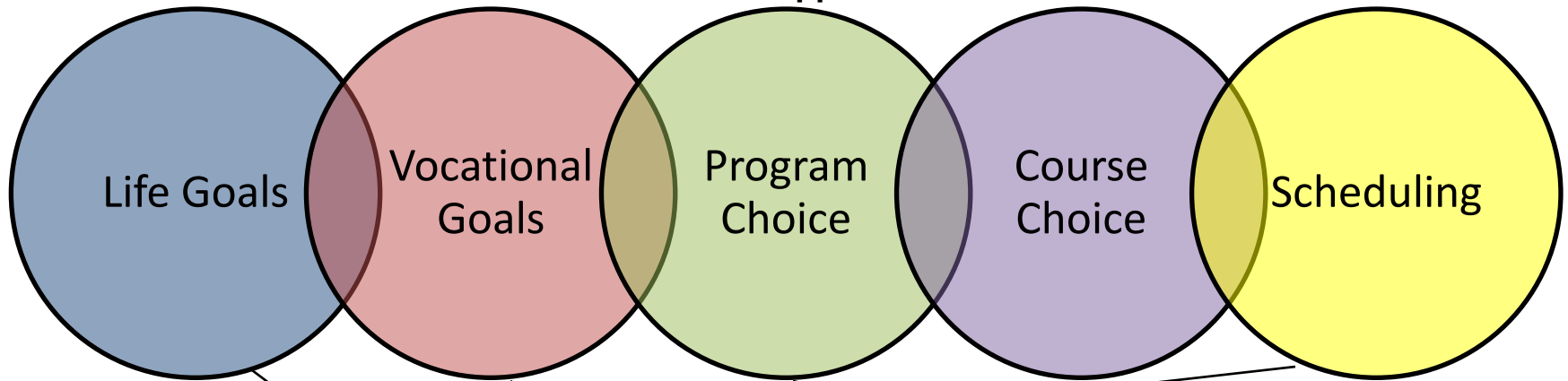


O'Banion Revised



Case Study: Scott

O'Banion Approach



O'Banion Revised

Career Development

Trait and
Factor

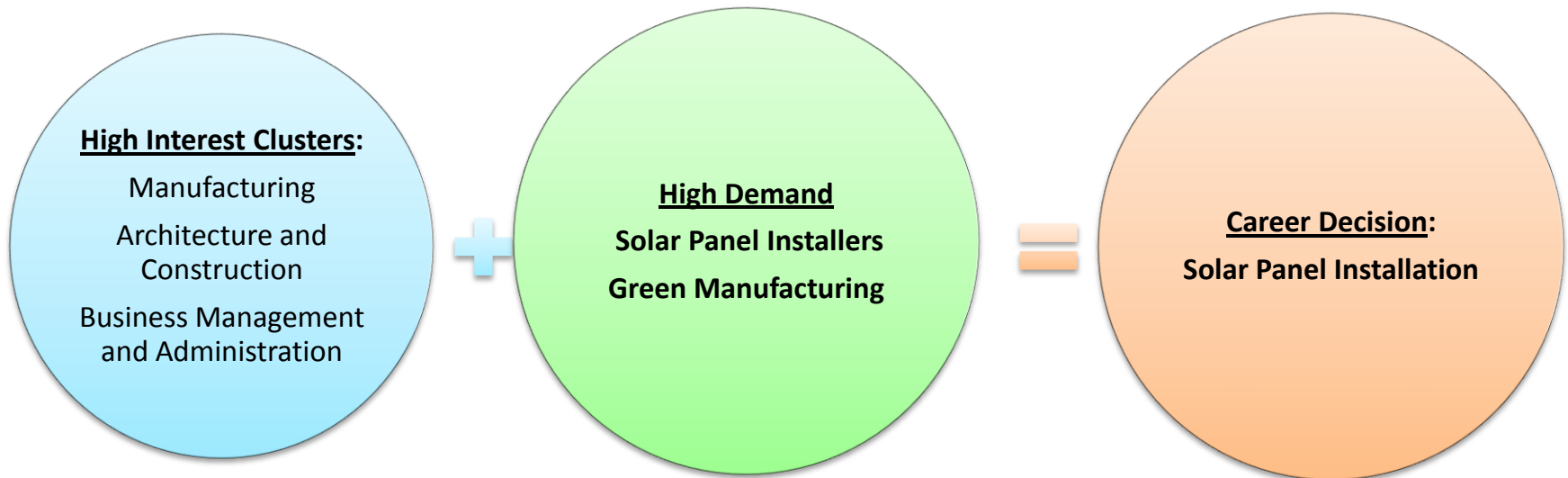
Life Span

Work
Values

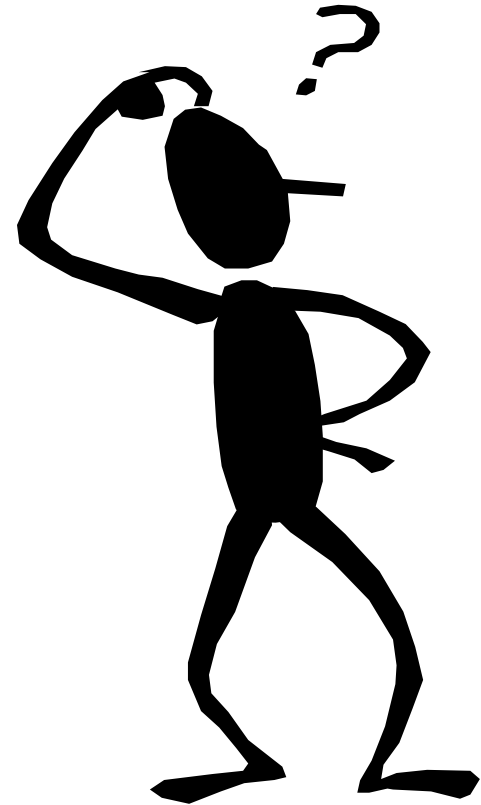
Trait and Factor



Trait and Factor Scott

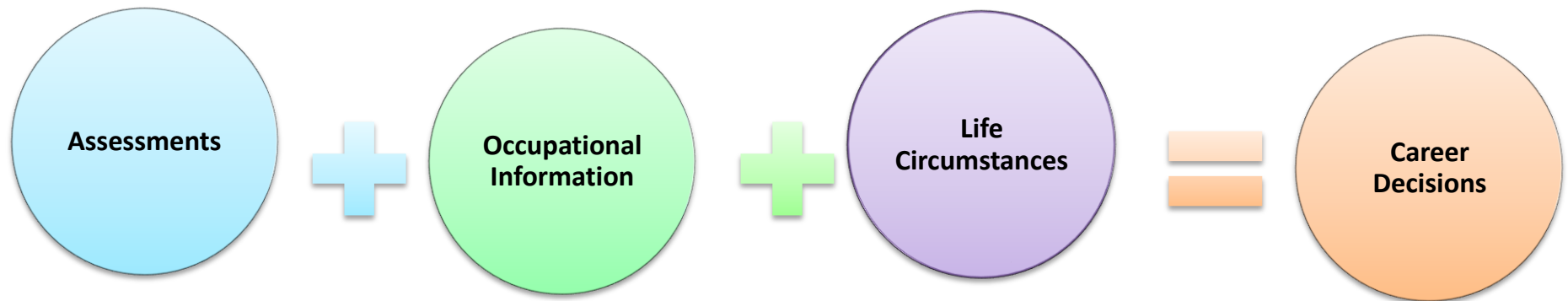


Besides educational initiatives, what is the Trait and Factor Theory is missing?



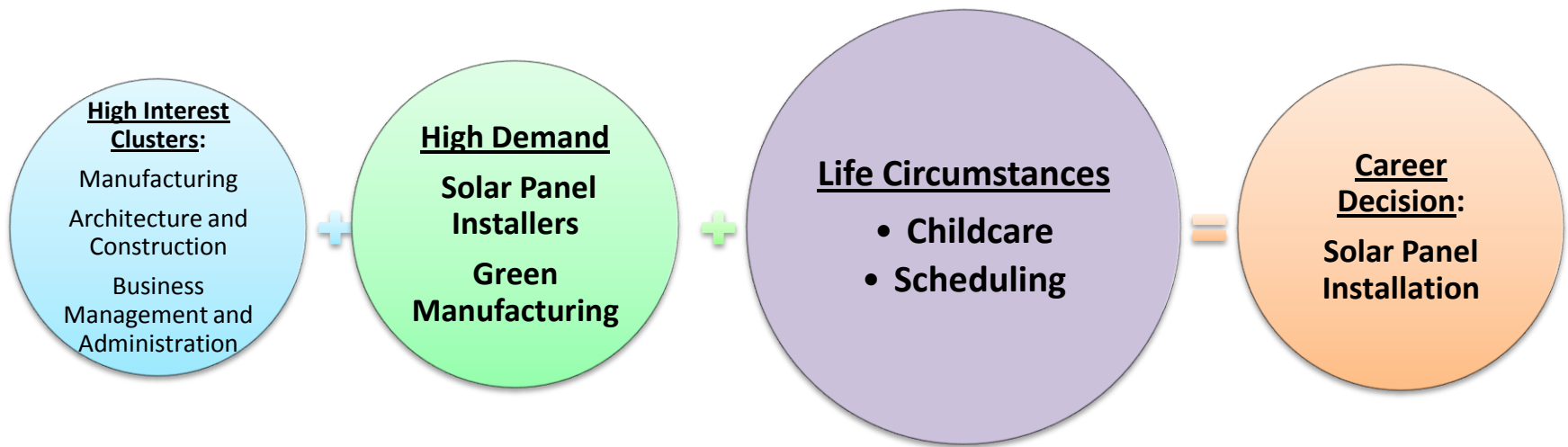
Life Circumstances

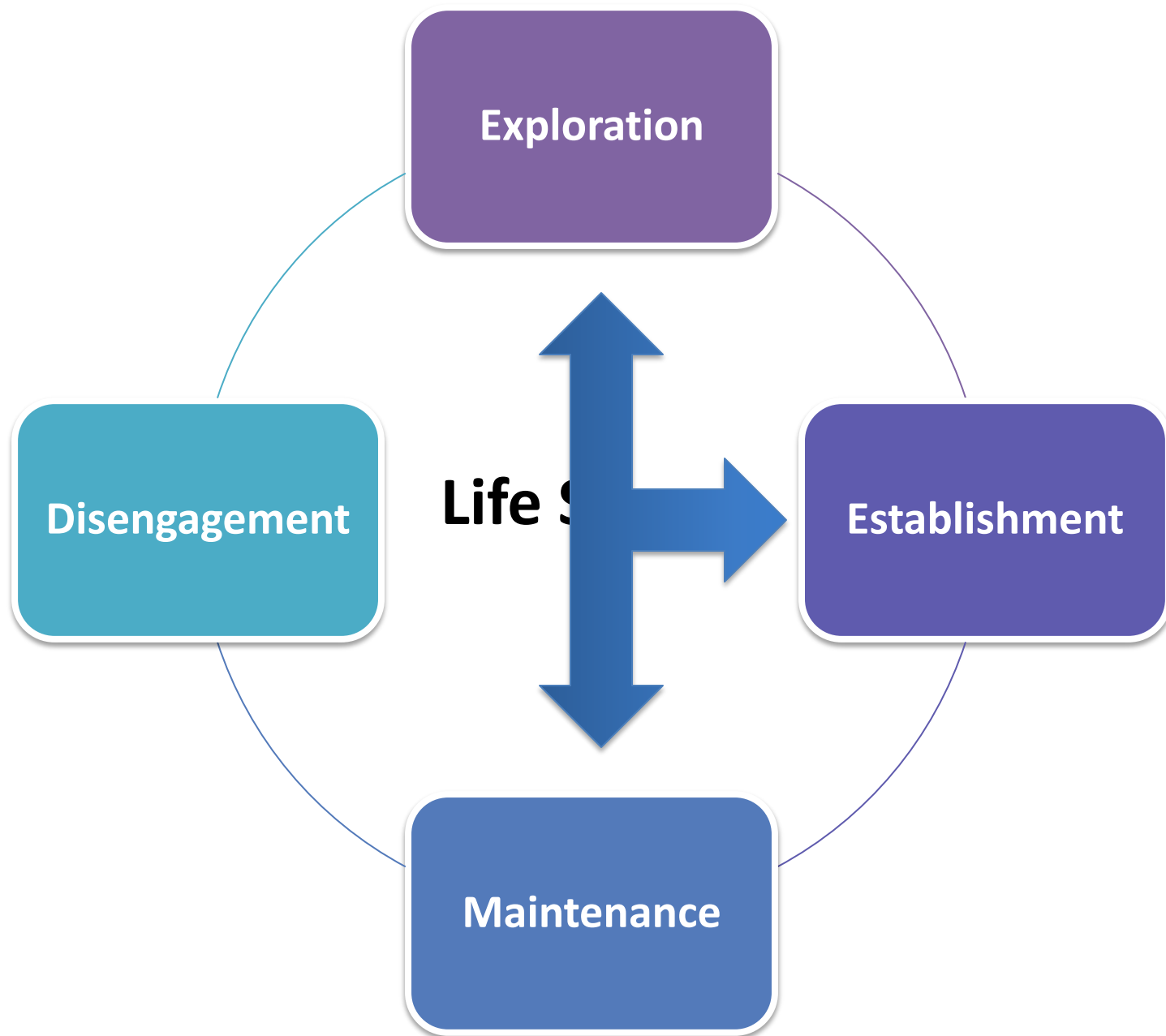
Life Span Theory



Life Span Theory

Scott





Life Span Theory

Scott

Exploration

- Exploring occupational information to clarify career goals
- Implementing plans to enter new occupational field

Establishment

- Establishing new career path
- Gaining experience in new occupational field of interest

Maintenance

- Updating skills and knowledge

Disengagement

- Disengaged due to industry downsizing

Work Values

Achievement

Challenge

Co-Workers

Prestige

Creativity

Security

Income

Supervision

Independence

Variety

Lifestyle

Workplace

Work Values

Scott

Work Values Most Important to Scott:

- Security
- Income
- Creativity

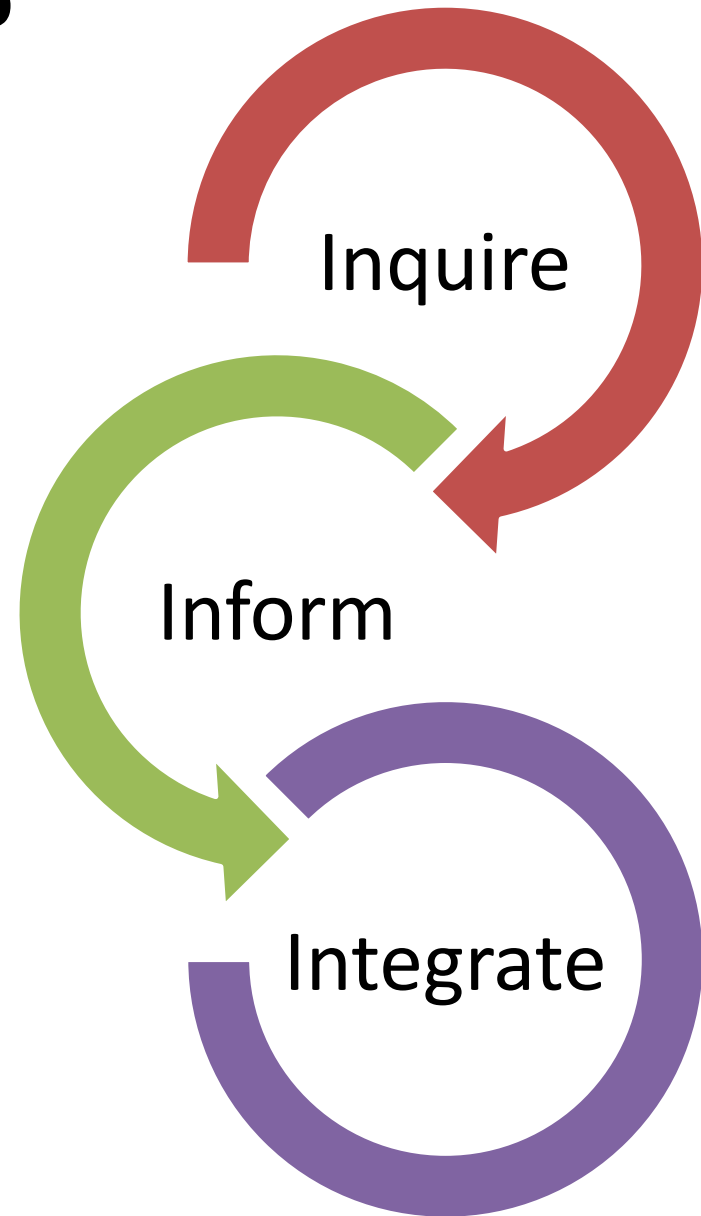
Work Values Least Important to Scott:

- Independence
- Workplace
- Prestige

- ✓ Work Values help customers make informed career decisions in which they are more likely to be satisfied.
- ✓ Ensure that the customers are setting goals in which they will be motivated to take necessary action steps and follow through.

An Integrated Approach to Academic *AND* Career Counseling

The 3-I Process



Step 1: Inquiry

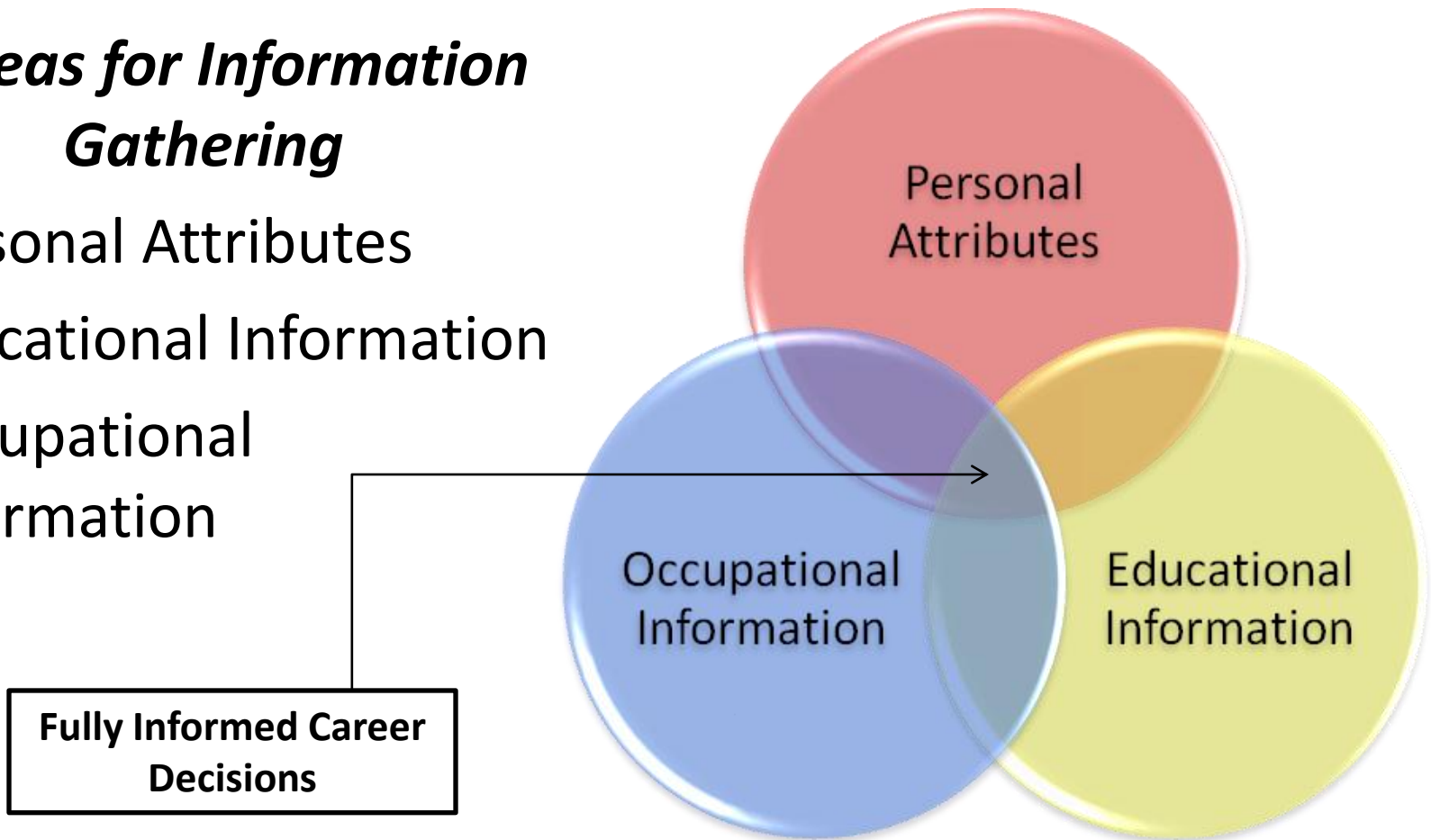
- Identify academic and career concerns
- Clarify customer needs
- Review and interpret assessments
- Uncover customer's strengths, skills, interests, and values



Step 2: Inform

3 Areas for Information Gathering

- Personal Attributes
- Educational Information
- Occupational Information

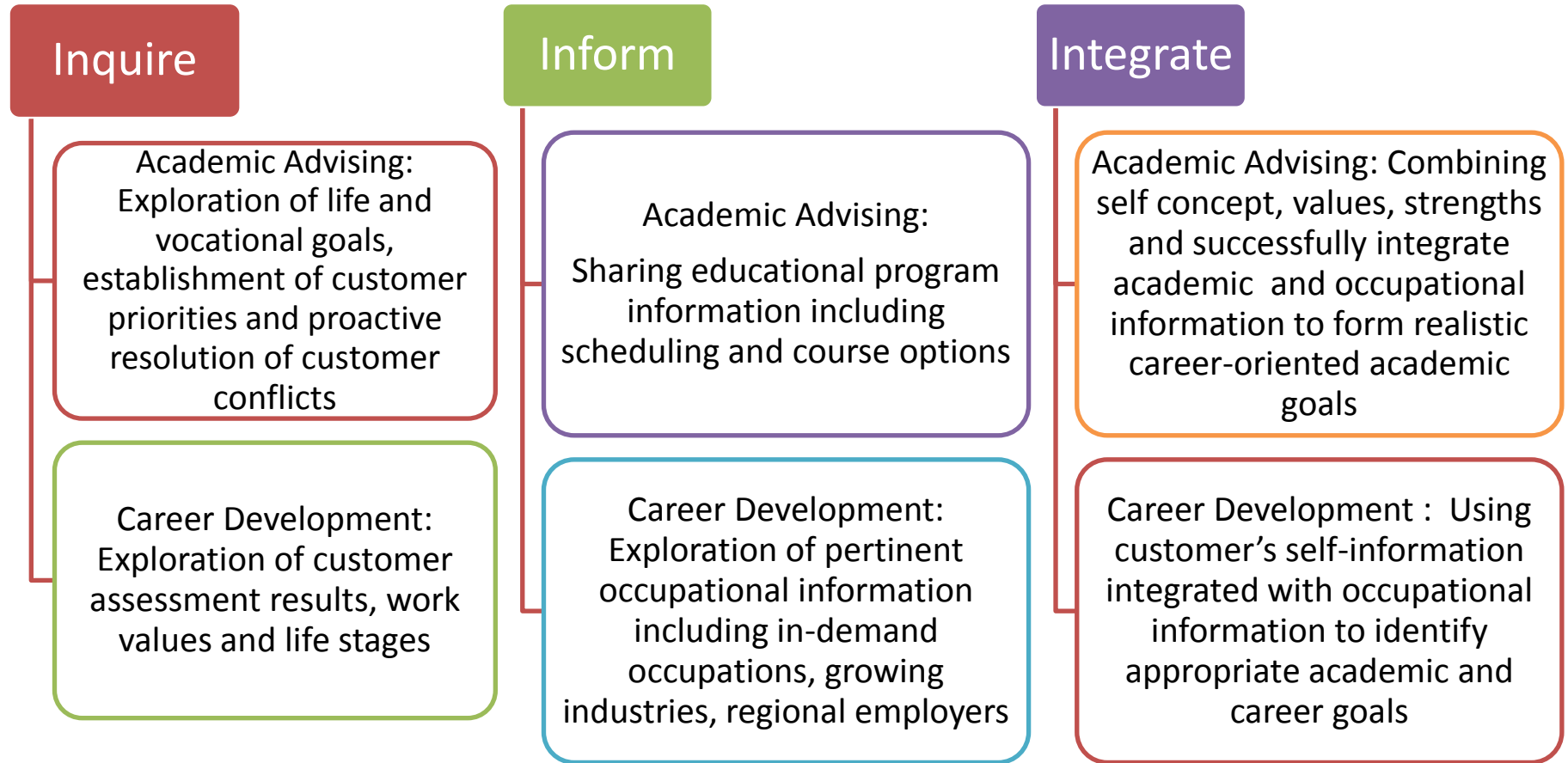


Step 3: Integrate

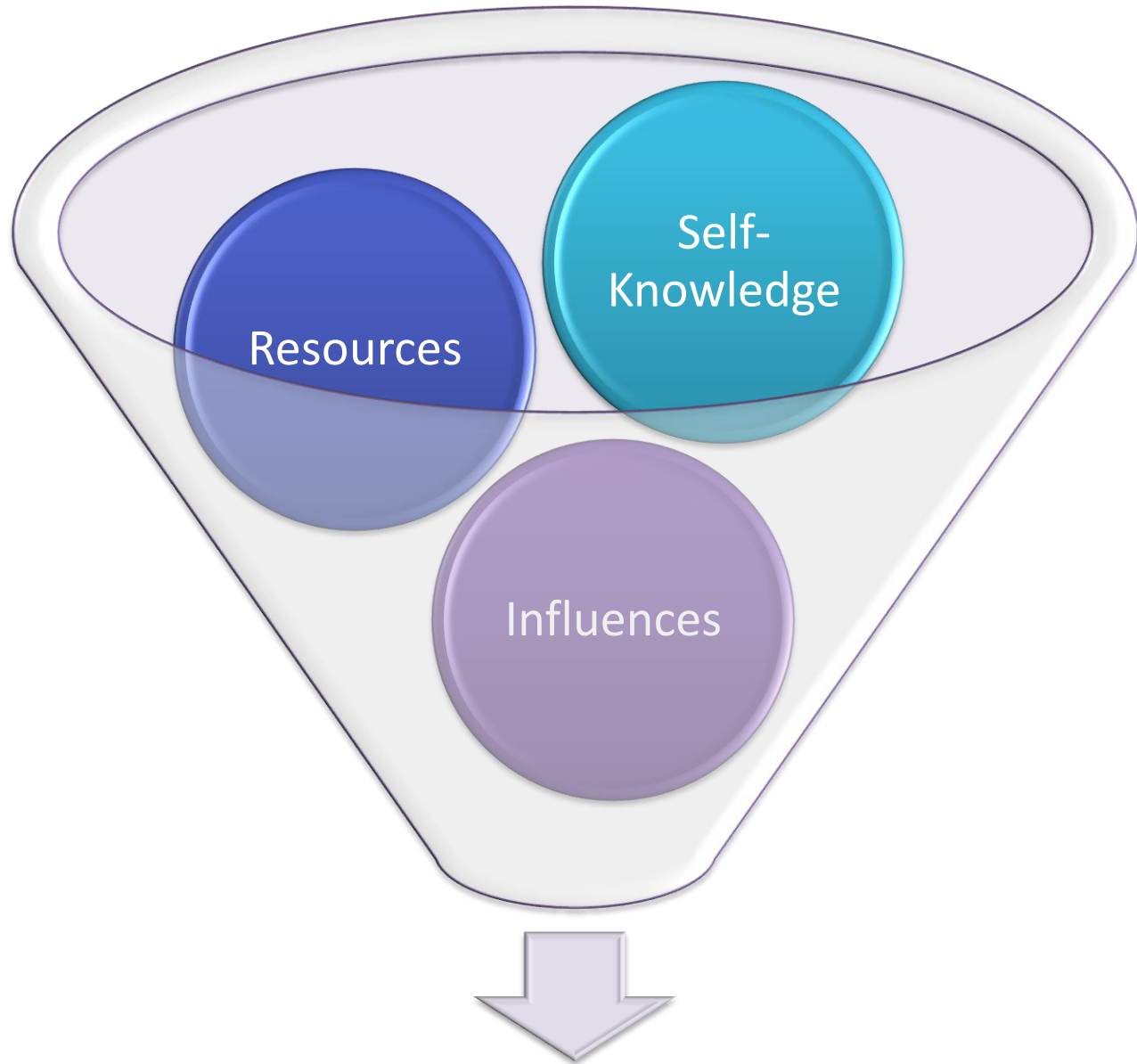
During this phase, the ACC helps the customer organize and make meaningful connections between the information they collected about themselves and the academic and occupational information gathered jointly between the ACC and customer.



An Integrated Approach to Academic *AND* Career Counseling- The 3-I Process



The Decision Making Process



Integrate



Decision Making Influences

Obstacles to Decision Making	Examples
Sociological	<ul style="list-style-type: none">•Occupational stereotypes•Traditional demographics in specific industries•Historical social construction of occupations
Economic	<ul style="list-style-type: none">•Lack of financial resources to support long-term training•Need to continue to work while pursuing education which may lead to competing priorities•Possible misinformation about expected salaries of specific industries or positions.
Personal	<ul style="list-style-type: none">•Life circumstances•Scheduling constraints•Competing demands on time or resources•Age/Anxiety about returning to school•Lack of work experience/lack of self awareness or occupational self concept•Cultural beliefs•Familial pressures to enter a specific industry



Strategies to Facilitate Decision Making

- ✓ Provide support, encouragement and coaching using a Strength-Based philosophy to empower customer
- ✓ Encourage career exploration including using InTraining and O*Net
- ✓ Coach customer to establish priorities
- ✓ Develop a projected budget
- ✓ Explore personal resources and available supportive services
- ✓ Provide opportunities for site visits or job shadowing
- ✓ Explore scheduling or time management issues
- ✓ Use assessment results
- ✓ Engage in constructive confrontation when needed



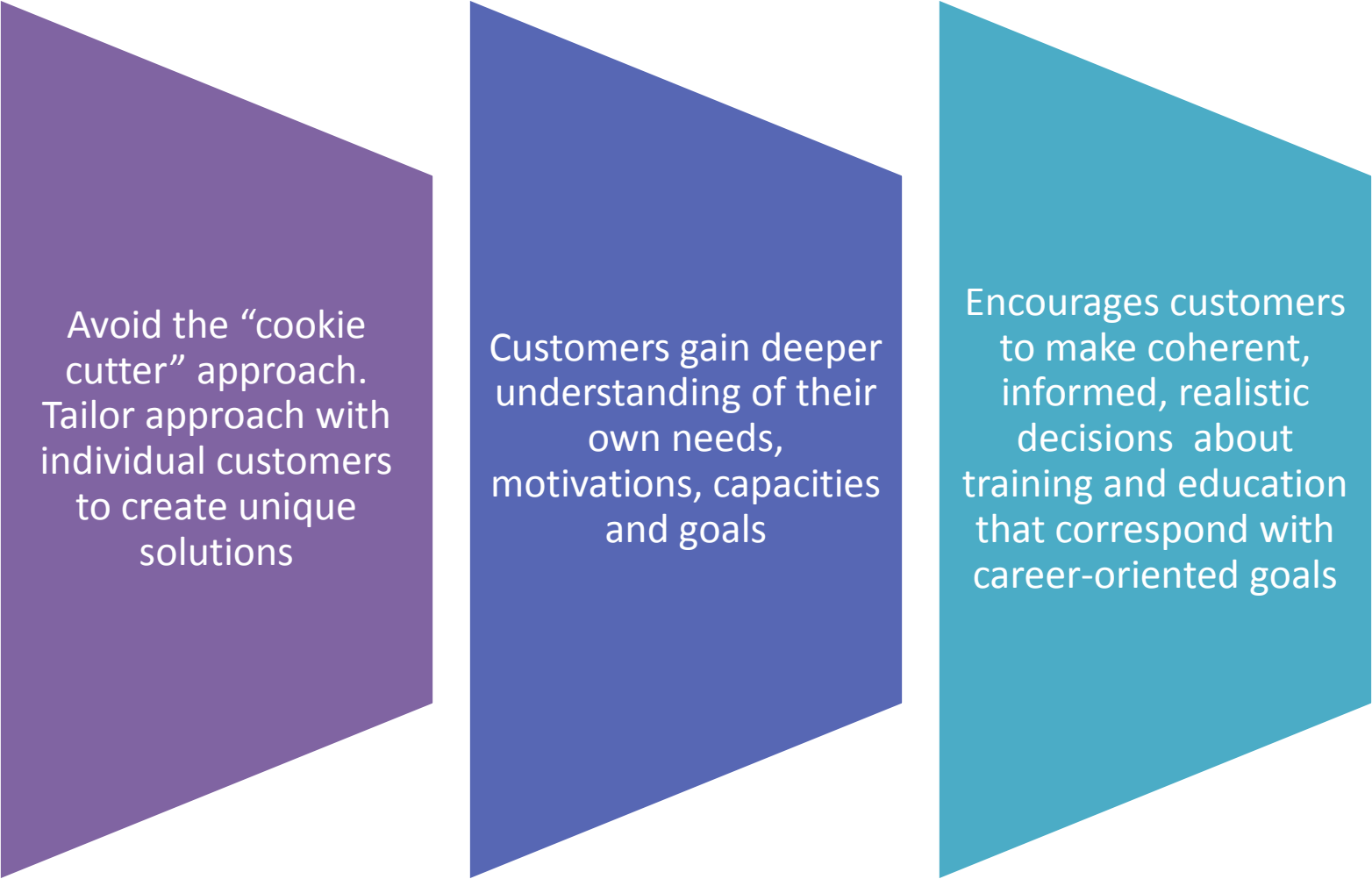
Decision Making-

Open Ended Questions

Open ended questions can assist customers with clarifying their positions and making the most informed decisions possible.

- What information was used in making your decision? What, if any, information is still needed?
- How did you reach your conclusions using this information?
- What doubts do you still have? What do you need to do next?
- What do you like about your decision? What excites you the most? What are you still uncomfortable with? What further information do you still need?

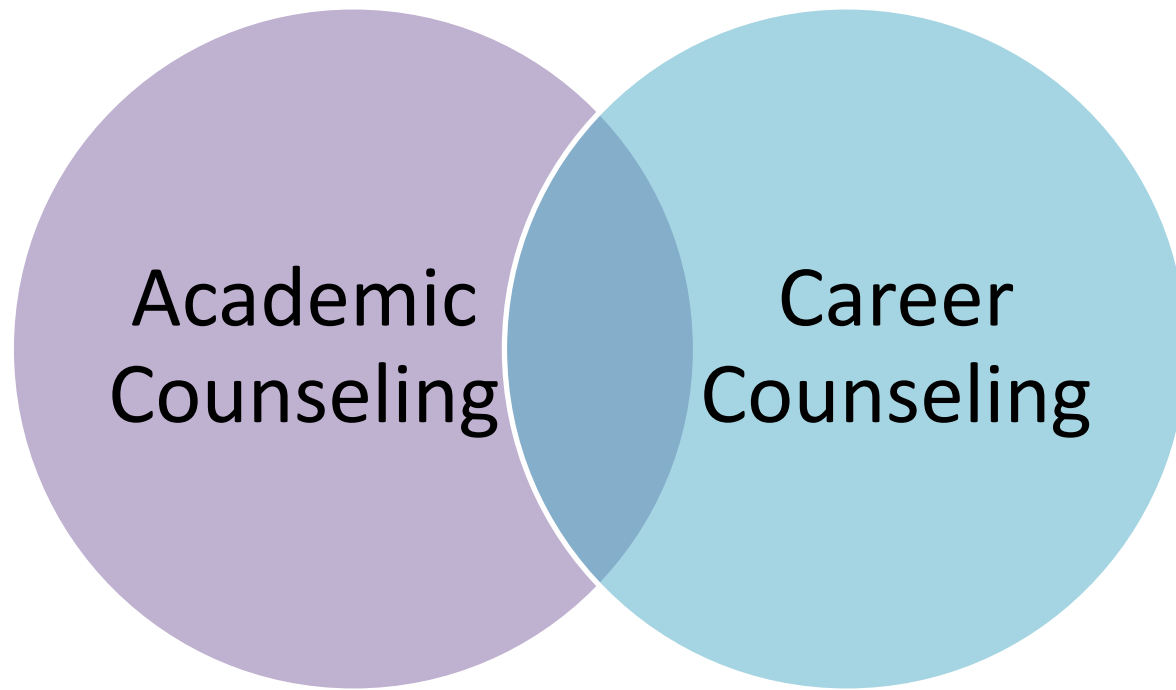
Benefits of Holistic Academic and Career Counseling



Avoid the “cookie cutter” approach. Tailor approach with individual customers to create unique solutions

Customers gain deeper understanding of their own needs, motivations, capacities and goals

Encourages customers to make coherent, informed, realistic decisions about training and education that correspond with career-oriented goals



Counseling is the process of actively listening to an individual's story and communicating understanding, respect, and empathy, clarifying goals and assisting individuals with the decision-making process. Counseling is a mutual relationship between a counselor and a customer.

(Handbook on Career Counseling, 1998)

Questions



Training Reference, Reflections and Exercises

Academic and Career Counseling/Key Training Concepts	Academic and Career Counseling Manual- <i>Academic and Career Counseling :Principles and Theories</i> Pages 1-4
ACC Guiding Principles	Academic and Career Counseling Manual- <i>Academic and Career Counseling :Principles and Theories</i> Page 4
Academic Advising Theories	Academic and Career Counseling Manual- <i>Academic and Career Counseling :Principles and Theories</i> Pages 8-12
Career Development Theories	Academic and Career Counseling Manual- <i>Academic and Career Counseling :Principles and Theories</i> Pages 13-2
The 3-I Process/Decision Making Process	Academic and Career Counseling Manual- <i>Academic and Career Counseling :Principles and Theories</i> Pages 21-31
Online Materials	http://in.gov/dwd/WorkOneProfessionalDevelopment.html